

Senate Education Testimony – April 2015
SB 103 – Amendments to Sec. 1249 of the Revised School Code
Relating to Performance Evaluation Systems for Teachers and Certain School Administrators
Rebecca Rocho, Asst. Superintendent – Calhoun ISD

I am testifying on behalf of our region including those ISDs below and representing our local constituent districts. We are in support of SB 103 as introduced by Sen. Pavlov and believe that amending the provision of the percentage of assessments bearing weight on the individual's evaluation should be reduced to 40% (introduced at 45%) with one half of that being based on the state standardized assessment.

Our rationale for support is that the current law, especially in this unstable testing environment, does not accurately reflect how effectively teachers and administrators in Michigan are performing. Under current law, beginning in 2015-16, 50% of an individual's performance would be based on the state standardized assessment and we believe that the current law must be amended.

Our rationale for change of the 45% standard for the amount of the individual's performance which will be based on assessments is that improving student achievement is largely driven by what changes in practice the teacher is putting in place during the current school year as well as individual student interventions driven by local district and classroom assessments. While the state standardized performance information is instructive, it is not nearly as relevant as the current classroom observations and classroom assessment information. For these reasons, we would hope the committee would consider placing the standard at 40% of the evaluation based on assessments with one half of that (or 20%) based on the state standardized assessment and the remainder based on locally determined assessments.

We believe that SB 103, as introduced:

- Provides local control and preserves the flexibility that districts deserve given they have been following the Michigan Performance Evaluation System (PES) requirements since originally enacted in 2011. Further, as written, the law would allow local districts to ensure that their current models meet the new standards or they may use the flexibility provided to either modify their current models or adopt new models as recommended but not mandated.
- Earlier iterations of amendments to Sec. 1249 would have mandated local districts action in terms of vendor training, state selected models and demanded categorical funding at a time when the foundation grant, for many districts, will be below levels received prior to 2011. The flexibility provided in SB 103 would dramatically reduce or eliminate that funding need.
- This legislation recognizes that Michigan, as with other states, are in a new testing environment where assessments are beginning to challenge our students to measure higher rigor and to test students in new on-line testing environments which we support. However, during this transition, it would be inappropriate to measure our teachers and administrators on the outcomes of these assessments until the environment is much more stable. This legislation would implement the PES requirements beginning in 2017-18 moving from assessments being used as a "significant factor" in evaluations to 25% and then to 45% beginning in 2018-19 and we encourage the Legislature to enact this at 40%.

Barry, Branch and Calhoun ISDs



Lenawee ISD

Monroe ISD